

March 1, 1982

C-8 (FC-143) EMPLOYEE COMMUNICATION

In April of last year we informed you of results of a preliminary 3M study in which birth defects were observed in the eyes of unborn rats when C-8 was fed to pregnant female rats. Extensive animal studies were initiated promptly by both DuPont and 3M. Results of these studies showed no eye defects or other birth defects in either the unborn or the rat pups. It was concluded that the alterations observed in the preliminary study were not caused by exposure to C-8 as originally suspected, but instead were caused by 3M's technique of preparing the fetal eye tissue for microscopic examination.

3M has just completed a study wherein pregnant rabbits were exposed to C-8. No eye or other birth defects were found in this study.

Since C-8 has not been shown to produce teratogenic effects in the several animal studies, we conclude that female employees of childbearing capability no longer need to be excluded from areas where there is potential for exposure to C-8.

All employees both male and female, are now eligible to work in TEFLON®. Normal plant bidding procedures will be followed for wage roll employees wanting to move to TEFLON®.

The following guidelines will apply for ex-TEFLON® wage roll females who were moved to other divisions last April and are successful bidders on gate postings of openings in TEFLON®:

- Upon their return via normal bidding procedures, employees group seniority will be calculated as though these employees never left. Therefore, time spent in other divisions since April 1981 will count as TEFLON® group service if these employees elect to bid back to the TEFLON® area.
- This group service provision will apply to each female wage roll employee who was removed from TEFLON® last April, for a period of one year or until each has at least one opportunity to be a successful bidder, whichever is later.

In view of the absence of teratogenic findings in the animal studies, and the absence of evidence of adverse health effects in employees at 3M and DuPont who may have been exposed to C-8, we are no longer advising against blood donation.

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